Utah Effectiveness Project for High Quality Education

The Utah Educator Effectiveness Advisory Committee

Wednesday, May 4, 2011 9:00 a.m. – 4:00 p.m. Utah Law and Justice Center 645 South 200 East Salt Lake City

MINUTES

Present: Kerrie Naylor, Linda Alder, Robyn Roberts, Annette Evans, Becky Hatch, Beverly Jenson, Brenda Ruffier, Carl Boyington, Cathy Jensen, Ann White, David Smith, Erica Horsley, Joe Matthews, Laura Hunter, Lynne Baty, Richard Call, Richard Rhees, Sara Jones, Steven Laing, Reed Spencer, Glenn Dyke

Not Present: Bart Reynolds, Maggie Barber, Leah Voorhies, Luanne Forrest, Elizabeth Wilson, Karen Jackson, Kathy Webb, John Goldhart, John Jesse, Mary Alice Rudelich, Mary Bailey, Mary Burbank, Mary Shumway, Robert Austin, Scott Bassett, Sharon Gallagher-Fishbaugh, Sterling Hilton, Robert Shaw, Tamra Baker, Todd Billings, Michelle Stephenson, Nedra Call, Pam S'ua, Tiffany Hall, Clyde Mason, Travis Rawlings

I. Welcome

Linda Alder

Linda Alder welcomed the group and reviewed the agenda. Everyone introduced themselves.

II. Project Progress and Accomplishments

As a warm-up activity, Linda asked the members of the Advisory Committee to talk about what they were hearing in the field about the Educator Effectiveness Project and the Leadership and Teaching Standards. Comments and questions are attached to the minutes.

III. Utah Effective Teaching Standards
Utah Educational Leadership Standards

Linda Alder Kerrie Naylor

- a. Review Standards
- b. Group Feedback

Since the majority of the committee members had already reviewed the Standards at various focus groups, meetings, and work sessions, Linda and Kerrie gave a brief overview about how the Standards were developed, the purpose of the Advisory Committee, and the Common Guiding Principles for the Standards. Then, working in table groups, the members were asked to discuss what they would recommend to the Effectiveness Team as they move forward with the Standards. "What would contribute to the success of the Educator Effectiveness Project and the make the acceptance of the Standards more likely?"

The following points were summarized by the recorders for each table team.

- Need for cross-referencing of the Standards: between documents, and within documents; and, put these tools on the website
- Some documents may be cross-referenced in the appendices
- Use "hot button" on UEN and USOE website
- Define examples for what the terms in the Standards mean
- Show examples on podcasts, You Tube, etc.

- Have a Glossary, plus!
- Have an expectation for Teachers and Educational Leaders to do some evaluating (i.e., accreditation) to put a different set of eyes on the measurement tools
- Have a quick reference sheet for usefulness for both Standards (e.g., the one page from Utah Professional Teacher Standards, 2006)
- Identify the common elements in both documents
- Have a USOE LINK with a presentation key for video/PowerPoint to roll out the Standards and give people an overview that they might not get in the LEAs
- Need way to use Standards for professional development and evaluation (formative and summative)
- Frame Standards as a way to 1) feel safe and rewarded; 2) be validated about their teaching and leading practices; 3) understand that education practice in deliberate and complex
- Have Supt. Shumway make a speech about the Standards to roll them out and put the speech on line
- Should there be a unified format for the indicators? It is important for the rubrics for both Standards to reflect high performance
- Need appropriate PD on the rubric; safe place; idea of ideal and exemplary on rubric not for everybody; Professional learning and growth built in to the training
- Higher Ed role is so important! Articulation by USOE from pre-service to service is vital
- Need Utah Code referenced in Educational Leadership Standards
- Need to pay attention to the weights of the items (indicators); are they equal?
- Need to have common guiding principles integrated (e.g., themes identified) and identify where these themes are in the Standards
- Need a PD tool kit on the Standards
- Need a PD plan for support
- Need to align the Standards to the Common Core
- Need a matrix to show inter-connectiveness of the two sets of Standards

IV. Utah Education Network

Laura Hunter

- a. Online Standards
- b. Survey
- c. Ideas and Feedback
- d. Other Needed Support Documents

Laura Hunter, Director of Learning for UEN, presented the work that the UEN has done to promote the Standards and survey educators about the standards. Laura also noted that an Evaluation Survey is also linked to the Standards survey. She showed the website and the surveys to the committee and asked for feedback regarding the usability, format, and content. Members gave her ideas to use. After considerable discussion, it was decided that the two Standards documents do not have to look alike or be formatted the same. The Advisory Committee recommended that the EL Standards be put on line exactly the way they were formatted by the work group.

V. Utah Effectiveness Project for High Quality Education Kerrie Naylor

- a. Project Conceptual Framework
- b. Project Timeline
- c. Discussion Questions:

Kerrie shared a PowerPoint giving the overview of the Educator Effectiveness Project and how it will play out over the next two years. Discussion occurred and many useful ideas were shared. Kerrie and Linda said they would amend the PP before it is used as a tool for conceptualizing the Educator Effectiveness Project.

What are the benefits of having a Board approved teacher/leader effectiveness system? What are the challenges of developing and implementing a system that can be used throughout Utah public schools? Is our state ready for this reform?

VI. Communication Plan

Linda Alder

a. Discussion Questions:

How can we communicate our goals effectively?

How can we get key stakeholders involved?

How can we build capacity and develop strong relationships among teachers, leaders, and other stakeholders?

b. Communication Plan Activity

Following the discussion of the Timeline for the Project, Linda asked the table teams to work on giving the Effectiveness Team ideas for developing a Communication Plan for 2011-12. The groups worked and recorded ideas that were then handed in to Kerrie and Linda. The Communication Plan will be shared at the August EE Advisory Committee meeting.

VII. Upcoming Events

a. Fall Advisory Committee Meeting:

The date for the August meeting will be email with the minutes.

b. Fall Educator Effectiveness Summit:

The date for the Summit will be emailed as soon as it is available.

Minutes recorded by Kerrie Naylor, May 12, 2011